## Stephenson Memorial Primary Equality Action Plan (including Accessibility)

This document details the actions we'll take over the next three years to satisfy the requirements of the protected characteristics as referred to in the Single Equality Scheme. The action plan is structured around our school's key diversity objectives:

- To increase staff and pupil knowledge and understanding of equality and diversity issues
- To work together with stakeholders to deliver more effective and equal outcomes for staff and pupils.
- To understand that all learners are of equal value, recognising that diversity is a strength within our community that is celebrated.
- Mutual respect, positive attitudes and relationships are promoted.
- We all belong to a community that works well together to promote positive outcomes for all embracing the school's vision of Leading, Achieving, believing.
- Equality and diversity applies to all members of our community, adults and children alike. We ensure that all policies and procedures benefit all employees.
- We have high standards and expectations that all children regardless will and can achieve their potential and the school strives to fulfil this at every opportunity.
- Children with SEND/FSM are well supported and fully included in the school.

Link to Public Sector Equality Duty	Charact eristics	Objective	Actions	How will the impact of the action be monitored?	Who is responsible for implementing?	Timeframe
General Duty – Eliminate unlawful discrimination, harassment and victimisation.  General Duty – Advance equality of opportunity between different groups  General Duty – Foster good relations between different groups  Specific Duty - Duty to publish information Accessibility	<b>ALL</b> Disability	To increase staff and pupil knowledge and understanding of equality and diversity issues	Use training opportunities and staff meeting time to review policy and current practices within school, generating next steps in order to raise awareness.  Use of assembly time Use within the PHSCE curriculum Publish and promote the updated Single Equality Scheme through the school website, newsletter and staff meetings  Annually update published information about the locality and the school profile within the Single Equality Scheme.  To ensure a curriculum, resources and classrooms are easily accessible to all – communicate in print to be used, school to be an inclusive environment	Pupil/Parent voice An Equality and Diversity Question to be used Environment/ inclusive learning walk  Accessibility Plan (when required)	HT/DHT/AHT	Summer 2022

General Duty – Eliminate unlawful discrimination, harassment and victimisation.  General Duty – Advance equality of opportunity between different groups  General Duty – Foster good relations between different groups  Accessibility	ALL	To work together with stakeholders to deliver more effective and equal outcomes for staff and pupils.	Governors: termly report to governors to ensure context of school is reported on.  Parents: To ensure children's homework grids have activities on for children to complete – Focus: Equality/diversity  Visitors: To fully understand, through induction the context and demographics of the school.	Pupil/Parent voice An Equality and Diversity Question to be used	HT/DHT	Termly Summer 2022
General Duty – Eliminate unlawful discrimination, harassment and victimisation.  General Duty – Advance equality of opportunity between different groups  General Duty – Foster good relations between different groups	ALL Race Disability	To understand that all learners are of equal value, recognising that diversity is a strength within our community that is celebrated.	Staff: Through close data analysis ensure that all groups of children make progress and gaps are narrowed. Staff to plan activities and experiences that enable children to appreciate the diversity of families/faith/religion/culture and gain full respect for them. Celebration Assemblies to explicitly promote strengths of community. Children: PHSE curriculum to talk about discrimination, tolerance and respect of all.	Gaps narrowed between vulnerable groups – especially FSM and SEND  Increased confidence and participation from children in activities.	HT/DHT/AHT Staff	Ongoing Data Analysis
General Duty – Foster good relations between different groups  Accessibility	ALL	Mutual respect, positive attitudes and relationships are promoted.	The use of SEAL/PHSCE materials help to support these themes children to access assemblies and activities in class to support the half termly themes.  Through election of school council and house captains and buddy systems— children to understand the qualities needed for roles and responsibilities.  Introduction of Lego therapy.  Nurture groups to focus on these aspects to help support children with tolerance and effective decision making  An embedded Thrive Approach across school — access for all	Increased confidence and participation from children in activities  Pupil voice analysis to show increase in understanding Behaviour logs to decrease	All Staff	Ongoing  Autumn Term  Ongoing

General Duty – Eliminate unlawful discrimination, harassment and victimisation.  General Duty – Advance equality of opportunity between different groups  General Duty – Foster good relations between different groups  Accessibility	ALL	We all belong to a community that works well together to promote positive outcomes for all embracing the Academy's vision of Learn, Flourish, Achieve.	Staff awareness of school vision raised through CPD opportunity. Assembly themes to have focus around Golden Rules, School Vision and Deeper thinking skills. Actively engage visitors from local community into school to engage with the children. School Council to think of projects to involve local community. Ensure good relations between people from different backgrounds – continue to ensure that displays across school promote and celebrate diversity.	Children are effective in their communication about how they succeed and how as a team we can achieve more.  Effective partnerships are forged and continue to impact on children's experiences	All Staff	Ongoing
General Duty – Eliminate unlawful discrimination, harassment and victimisation.  General Duty – Advance equality of opportunity between different groups  General Duty – Foster good relations between different groups  Accessibility	ALL	Equality and diversity applies to all members of our community, adults and children alike. We ensure that all policies and procedures benefit all employees.	Continue to follow the advice / services of the LA and draw on the expertise of external partners on adaptation of the curriculum to best support all pupils.  Undertake equality impact assessments to identify the impact or effect either positive or negative of our policies and procedures  Update canvassed opinions of school community parents, staff, governors, community users and pupils about equality and diversity in updated questionnaires and pupil voice.  Establish a focus group as needed to discuss issues as required.	Where negative impacts are identified, take steps to deal with this.	HT/DHT/AHT	Autumn Term

General Duty – Eliminate unlawful discrimination, harassment and victimisation.  General Duty – Advance equality of opportunity between different groups  General Duty – Foster good relations between different groups  Accessibility	ALL	We have high standards and expectations that all children will and can achieve their potential and the Academy strives to fulfil this at every opportunity	Ensure that the Curriculum planning promotes role models that students can positively identify with, with reflects the schools diversity in terms of race, gender and disability. Continue the already well established culture of excellence in school, through high standards in behaviour, work completed and attitudes towards others.	Increased confidence and participation from children in activities All children effectively talk using language of critique and excellence.	All Staff	Ongoing
General Duty – Eliminate unlawful discrimination, harassment and victimisation.  General Duty – Advance equality of opportunity between different groups  General Duty – Foster good relations between different groups  Accessibility	SEND Disability	Children with SEND/ FSM are well supported and fully included in the Academy.	Ensure the use of Makaton / Communicate in Print is used, where needed as a means of communication / language support with those children who need it. Source CPD opportunities for staff who work directly with these children, but filter this and extend use to a wider group of staff, e.g Lunchtime staff Ensure parents remain informed about changes in SEND reforms	Annual SEN Questionnaire/ Parent view  SEN open afternoons/ Parent training events.	DHT/Inclusion Manager	Ongoing